**FACULTY DEVELOPMENT PLAN (FDP)**

**Purpose**

The purpose of this exercise is to facilitate the planning, feedback, and support that tenured faculty require to further enhance their career development. A central feature of the FDP is a three- to five-year blueprint for developmental activities in research, teaching, and service that will position faculty for success at each stage of their career. The FDP should be reviewed and modified as appropriate on an annual basis. This plan should be developed with the input and support of mentors and department heads.

**Objectives**

* Outline specific activities that will enhance the skills needed to succeed in your current role
* Provide a framework for evaluating your research, teaching, and service activities based upon your individual needs and departmental P&T criteria
* Help you prioritize resources and time spent on activities that are most important and beneficial for your development
* Document your goals and development needs so your DEO can support you in reaching your career goals
* Assist relevant units to strategically plan and coordinate activities to meet the needs of faculty based upon the sum of their individual plans
* Identify personal goals and their potential impact on career plans

**Procedures**

To maximize the impact of your FDP, we recommend that you:

* Become familiar with department and university policy and procedures for P&T, including key dates and timelines, levels of approval, and specific departmental P&T criteria for obtaining full professorship.
* Meet with your department chair or mentor(s) regularly to discuss your FDP and your progress. A focus of this discussion should be understanding the standards for promotion to full professor, and how those differ from the standards for obtaining tenure.

**Professional Development Activities**

The FDP will ask you to consider professional development activities in research, teaching, and service. It is not unusual for the plan to include more activities in one of these areas than in the others, based upon your personal interests and development needs. Consider the various aspects of your career and ways to enhance your skill sets through seminars, course work, and mentoring.

**Mentoring team**

You should identify individuals who can support you in the various aspects of your professional and personal development. No one mentor can support all your needs, so think broadly, in terms of a mentoring team. Identify at least three individuals, how they enhance your career, and the role they will play in your professional development. Outline a plan for meeting with them. At least two of these individuals need to be outside the institution.

**INDIVIDUAL FACULTY DEVELOPMENT PLAN (FDP)**

Name: Click or tap here to enter text.

Rank: Click or tap here to enter text.

Tenure Date: Click or tap here to enter text.

DEO: Click or tap here to enter text.

**Career Plan:**Individual Mission Statement

Click or tap here to enter text.

**Short-term Goals (1-2 years)**

Professional: Click or tap here to enter text.

Teaching: Click or tap here to enter text.

Scholarship/Research: Click or tap here to enter text.

Service/Leadership: Click or tap here to enter text.

Professional development activities: Click or tap here to enter text.

**Long-term Goals (3-5 years)**

Professional: Click or tap here to enter text.

Teaching: Click or tap here to enter text.

Scholarship/Research: Click or tap here to enter text.

Service/Leadership: Click or tap here to enter text.

Professional development activities: Click or tap here to enter text.

**Mentoring team**:

(Please add additional members, as needed.)

Name: Click or tap here to enter text.

Institution: Click or tap here to enter text.

Role: Click or tap here to enter text.

Mentoring plan (meeting frequency, requested feedback): Click or tap here to enter text.

Name: Click or tap here to enter text.

Institution: Click or tap here to enter text.

Role: Click or tap here to enter text.

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